Status of Women Council of the NWT

Annual Report 2000-2001

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Letter of Transmittal

June 30, 2001

Honourable Jane Groenewegen
Minister Responsible for the Status of Women
Government of the Northwest Territories
Box 1320, Yellowknife, N.W.T. X1A 2L9

Dear Ms. Groenewegen,

On behalf of the members of the Status of Women Council, I am pleased to present to you our Annual Report for the year ending March 31, 2001.

This past year we consolidated our work as the Status of Women Council for the NWT post-division, while continuing to support the development a similar organization in Nunavut. During 2000-2001, we increased our collaborations with other groups, particularly in the areas of family violence and ways to address workplace harassment. We have continued to work with others on programs to support women's recovery and healing from trauma and substance abuse; awareness of FAS; breast cancer; further development of a women in leadership project, and NWT action related to the World March of Women 2000. We also continued our core community capacity building work, which provides assistance to community women's groups and other groups who are working to bring about social change and wellness at the community level.

We have been disappointed this year that government departments chose not to create targeted training and employment opportunities for women in the minerals, oil and gas sectors. The territorial government has talked a lot about building the capacity of the people in the Northwest Territories, and this is one way we could help achieve that goal. We are short of skilled trades people to fill the jobs in the North, but we haven't taken away some of the barriers to help women become involved.

Although, women need to become more involved with the intergovernmental forum process, we are encouraged that the territorial government has allowed us to participate as observers. We understand and appreciate the complexities of the forum, but the lack of full participation indicates to us that gender equality policies and gender analysis are not well integrated into government programs and policies.

I would like to thank the members of the Council for their leadership and hard work and our staff for their work in implementing Council initiatives. The Council is very grateful to you and your staff for your support of our efforts, and we look forward to working with you and other members of the Government of the NWT towards the goal of women's equality.

Sincerely,

V. Beck

Viola E. Beck
President
2000-2001

Status of Women Council Members

Viola E. Beck, President
Box 2212
Yellowknife, NT X1A 2P6

Harriet Geddes, Vice-President
General Delivery
Fort Providence, NT X0E 0L0

Tessie Gonzales, Member
#13 Robin Crescent
Hay River NT X0E 0R0

Theresa Etchinelle
General Delivery
Tulit'a, NT X0E 0K0

Jean Ekpakohak
General Delivery
Holman, NT X0E 0S0

Council Staff:

Rosemary Cairns . . . . . Executive Director to December 2000
Barbara Saunders . . . . . Executive Director as of January 2001
Theresa Handley . . . . . Office Manager
Addena Sumter-Freitag . . . . Community Development Worker
Marsha Argue . . . . . Director of Projects and Research

Our thanks to all the volunteers who have worked with us this year.

Council Office:

Status of Women Council of the NWT
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Background

The Status of Women Council of the Northwest Territories was created in April, 1990, under the NWT *Status of Women Council Act.* The Council's mandate is to work towards the political, social and economic equality of all women in the NWT, through advice to the Territorial government, research, public education, advocacy on behalf of women, and assistance to women's groups. The Government of the NWT provides core funding to the Council.

Council members who served during 2000-01 are:

- Viola Beck, Yellowknife (President)
- Harriet Geddes, Fort Providence (Vice-President)
- Tessie Gonzales, Hay River
- Jean Ekpakohak, Holman Island
- Theresa Etchinelle, Tulita

In 2000 Bernadette Lockhart of Lutsel K'e stepped down from the Council in order to focus more on community wellness and healing in her community. We also said good-bye to Rosemary Cairns, who had been our Executive Director for three and a half years. We thank both Bernadette and Rosemary for their contributions to the work of the Council.

Council Meetings

The Council met three times during the year: in June 2000 in Hay River, and in November 2000 and February 2001 in Yellowknife. Between formal Council meetings, conference calls were held once a month to review progress, discuss issues, and provide direction to Council staff.

Status of Women Council Members and Staff, 2000-01 Photo: Dave Zimmerman

The Hon. Jane Groenewegen met with the Council at both the June and November Council meetings, to discuss the Council's work and concerns. The June meeting in Hay River included a presentation by the Hay River Family Support Centre, a visit to the Centre, and a community feast and sharing circle organized by the Centre. Discussions also took place with representatives of the Intergovernmental Forum, as the Council is very concerned about the need to include women's perspectives in that process.

The November Council meeting included a presentation by the Mackenzie Diocese family healing project, and a meeting with MLAs attended by Bill Braden, Hon. Tony Whitford and Sandy Lee, to discuss the Council's work and priorities.

During the Council's February 2001 meeting we were pleased to meet with a larger group of MLAs. The Council recommended the development of an NWT family violence act and a strategy to implement zero tolerance of family violence. We also informed the MLAs about our work on human rights and workplace harassment, and the need for the Council to be included in the Intergovernmental Forum, in keeping with the GNWT Policy on the Equality of Men and Women (1985). Council members later met with GNWT staff planning the development of a social agenda and with the Executive Director of the Yellowknife YWCA to discuss programs to address violence.

Activities and Initiatives

Ongoing Support for Women's Empowerment and Community Wellness

The Council's Community Development Worker (CDW) provides workshops on request to women's groups or community groups working on personal empowerment, community wellness and social justice issues. The CDW also provides ongoing support to grassroots organizations to assist them in planning their own initiatives and building their capacity to carry out their work. This assistance takes many forms including consultation, co-facilitation, and assistance with finding resources, proposal-writing and fund-raising.

The Council office has a free video lending library and resource library to serve all NWT communities. Council staff provide information to the public on many wellness and equality issues. Our office increasingly provides individual advocacy for women, most often for issues related to workplace harassment, family law, and family violence.

Inner Power Workshop, Growing Together Society, Hay River, October 2000.
Photo: Addena Sumter-Freitag

Honouring NWT Women

The Council promotes ways to celebrate NWT women, including the annual Wise Women Awards and information encouraging International Women's Day activities in the communities. In 2000-2001 we also coordinated and participated in World March of Women activities in October 2000. This past year the Council and the Native Women's Association of the NWT jointly nominated Elizabeth Mackenzie of Fort Rae for the national Person's Award, which honours five women across Canada every year for outstanding contribution to promoting the equality of women. Ms. Mackenzie was selected and accepted her award in Calgary from the Federal Minister for Status of Women, Hon. Hedy Fry.

The Council's annual Wise Women Awards recognize and celebrate women who are dedicated and committed to their community, have helped women or the community as a whole, and are strong role models. This past year the Council chose the following five award recipients:

Hazel Nerysoo .....Beaufort-Delta
Mary Louise Norwegian .....Deh Cho
Cecilia Zoe-Martin .....North Slave
Monica Loomis .....Sahtu
Ernestine Gladue .....South Slave

We also honour and congratulate the 25 other women who were nominated for the Awards by people in their community.

Violence Prevention

Coalition Against Family Violence

The Coalition Against Family Violence, which is coordinated and chaired by the Council, is an interagency group that brings together government and non-government organizations to develop better ways to address and prevent family violence. The Coalition has received project funding under the National Crime Prevention Initiative to research the social and economic impacts of family violence and to recommend how statistics on these impacts can be gathered and monitored. The project will also gather information towards the development of an NWT strategy on family violence, and coordinate NWT Family Violence Awareness Week in the fall of 2001.

Family Violence Awareness Week

The first NWT Family Violence Awareness Week was held from October 30 to November 5, 2000, with the theme of *Protecting the Ones We Love*. The Week was coordinated by a planning committee including the Council, Native Women's Association, NWT Departments of Justice, Health and Social Services, and Education Culture and Employment, the Hay River Family Support Centre and Alison McAteer House. With the assistance of funding from the NWT Women's Initiatives Grants, Victims Assistance Fund and Health Promotion Fund, family violence awareness kits containing resources and ideas for community awareness activities were sent to frontline agencies, schools and municipal and band councils in all NWT communities. Promotional materials also appeared in community newspapers and on CBC North. An independent evaluation found that public awareness events took place in many NWT communities, and that overall the initiative was a great success and should become an annual week.

World March of Women - NWT

The Council coordinated the Northern Women's World March Committee, to plan events as part of the World March of Women in October, 2000. Committee members included women's, labour and social justice groups. The World March was a global event to bring attention to the issues of violence against women and poverty, which included a march and presentations at the United Nations in New York. In the NWT the Committee also chose to draw attention to the need for human rights legislation here.

A March to the Legislative Assembly took place on October 7, following a number of workshops. Presentations to the Members of the Legislative Assembly also took place several days later, to highlight the three priority issues of the NWT March. In her presentation, Council President Viola Beck stated that family violence legislation should be developed for the NWT, as part of a strategy for zero tolerance of family violence. This type of legislation enables a more effective response to a family violence situation. For example, it would allow a person to apply to a Justice of the Peace for an emergency protection order to cover such matters as being able to stay in the family home and having a violent partner removed from the home.

Other Violence Prevention Events

The Council also annually distributes information to encourage communities to promote violence-free communities by holding a Take Back The Night March in September and by commemorating the National Day of Remembrance and Action on Violence Against Women held on December 6th each year. Many communities organized these events during 2000-01.

Wellness

Healing and Recovery Program for Women

The Council was involved in the development of this pilot healing and recovery day program for women, and continues to be involved through the advisory committee to the program.

The program opened in Yellowknife in the fall of 2000 and offers several components including assessment, supportive housing options, life skills, trauma therapy and ongoing support/ aftercare. The primary partners in the delivery of the program are the YWCA and the Yellowknife Women's Centre. This project has also developed a program model which could be adapted in other communities or regions of the NWT. In order to better meet the needs of the children of mothers in the program, the program will develop a specialized children's recovery program in the coming year.

FAS Prevention: Community Support for Individual and Family Recovery

During 2000 the Council continued to work with the Native Women's Association and the Department of Health and Social Services on an awareness campaign to promote community understanding of the underlying causes of substance abuse, such as childhood abuse or family violence, which may lead women to drink or use drugs during pregnancy. The campaign includes posters, kits, TV PSAs and other materials using the theme *Keep Families Strong*. Council staff also assisted with planning for the Sharing Our Strengths territorial FAS workshop held in January, 2001, by the Yellowknife Association for Community Living.

Breast Cancer

The Council, the NWT Breast Health/Breast Cancer Action Group, and an interagency Breast Health/Breast Cancer Advisory Panel chaired by the Council, have been collaborating since 1998 to improve access to information, services and support for NWT women and in particular for women experiencing breast cancer.

During 2000-01 funding from the Run for the Cure enabled the project to develop and produce the Community Tool Kit, a tabletop display for use at community health fairs for breast health education. The idea for the tool kit originated with Winnie Greenland, the CHR in Fort McPherson. The Tool Kits have been distributed to all NWT health and social services boards and have been purchased by other provinces and by First Nations in other parts of Canada.

During 2000-01 funding from Health Canada enabled the project to begin developing information kits for women to receive when they are diagnosed with breast cancer, which will help them find answers to their questions and will put them in touch with sources of support. This funding also enabled the project to bring together breast cancer survivors and health care workers from several NWT communities for a planning session in January 2001, to set the direction for the next two years of the project.

Funding from the Canadian Breast Cancer Network, a national survivors' organization, enabled the Action Group to bring Dr. Ronna Jevne to Yellowknife, to hold a retreat for breast cancer survivors from several communities. Dr. Jevne also made several presentations to the general public and to health care providers and student nurses, on how to foster a sense of hope in the face of a serious illness. Her presentation was also seen in Inuvik through Telehealth.

The Council and the Action Group also participate in the NWT Breast Health Advisory Committee, which is an inter-agency group that is developing a comprehensive breast health program for the NWT. This program for the NWT will include breast health education, clinical breast examinations, mammography for recommended age groups, and supportive follow-up.

In early 2001 we also received funding from the Run for the Cure for the development and production of a breast health video in English and all NWT official Aboriginal languages. The video should be completed in late 2001.

Participants in Breast Health/Breast Cancer Strategic Planning, Yellowknife, January 2001. Photo: Susan Ashton

HIV and Hepatitis C Awareness - the FAST Project

The Council and the Native Women's Association of the NWT participated in 2000-01 with Health Canada and the NWT Department of Health and Social Services on FAST - the Funding And Support Team. FAST was set up as a way to encourage community-based awareness and prevention projects to address HIV and Hepatitis C in the NWT. FAST members encourage community groups to apply for project funding and provide assistance and mentorship as needed to the community projects. During 2000-01 six community projects took place and we expect that this number will increase in 2001-02. Projects supported included community workshops for women on HIV and Hep C, information sessions for youth and community awareness campaigns.

Healthy Relationships/AIDS and Hep C Awareness, What Ti Women's Group, March 2001. Photo: Addena Sumter-Freitag

Women and Leadership

In 1999 women from different communities across the NWT gathered in Yellowknife to plan a Women and Leadership workshops manual for the NWT. Participants identified many important components of the workshops manual such as personal development, how to build your own network and support systems, supporting other women in leadership, ethics, conflict resolution, and roles and responsibilities of board members and elected officials. The Council has now developed the draft manual materials and is seeking funding to pilot the draft manual and Women and Leadership workshops during 2001-02.

Women and Human Rights

NWT Human Rights Act

After several years of work by the Council, the Northern Women's Human Rights Committee and other groups, we welcomed the introduction of a draft human rights act by the GNWT in November 2000. In a submission to the Department of Justice we stated, however, that the proposed act needs improvement. It should provide for an arms-length advocate to assist complainants. The complaints process should be as simple and non-legalistic as possible. The act should prohibit personal harassment in the workplace, and all protections under the act should apply to domestic workers also. Finally, the act must include a standard of equal pay for work of equal value.

The Council also wants the staff of the human rights commission to have a mandate to be proactive in educating employers, employees and the general public about human rights and prevention of workplace harassment. The commission should also have a community grants program to support community-based projects to promote human rights. The human rights commission should be balanced in terms of gender, and should be representative of the regions of the NWT.

From Dark to Light Parenting Workshops, Sanaeah Healthy Baby Program, Fort Simpson, April 2000. Photo: Addena Sumter-Freitag

Workplace Harassment

Workplace harassment is any behaviour that is humiliating, intimidating or offensive in other ways and creates an uncomfortable work environment for the individual. The impacts of harassment on the person can include depression, stress, thoughts of suicide, physical illness and financial loss. Currently, workplace harassment that is "personal", rather than discrimination-based, does not fall within the scope of the NWT *Fair Practices Act* or the *Labour Standards Act.*

The Status of Women Council coordinates the work of the Coalition for Harassment-Free Workplaces. The Coalition is made up of women's groups, labour groups, self-advocates, and GNWT staff. The goals of the Coalition are to bring about better legislation, complaint mechanisms and advocacy for victims of workplace harassment, and to prevent harassment through education of employers, employees and the public in general.

In 2000 the Coalition carried out two research projects: confidential interviews with women who have experienced workplace harassment; and surveys of some employers to gather statistics on complaints and lay the groundwork for an NWT-wide survey of workers on this topic. The research was funded by Status of Women Canada and Canadian Heritage. Based on the research, the Coalition and the Council have recommended to MLAs that workplace harassment that is personal be prohibited in legislation, and that there be widespread workplace education to prevent harassment and ensure respectful workplaces.

Gender Equality and Gender-Based Analysis

In keeping with Canada's commitment internationally to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (1979), and the U.N. Platform for Action (1995), the federal, provincial and territorial governments have policies and mechanisms in place to promote the equality of men and women.

In the NWT, the Policy on the Equality of Men and Women was adopted in 1985 and followed by the Five Year Plan of Action (1985-89). The Policy states that « The Government of the Northwest Territories will actively support and encourage the participation of women on an equal basis with men in all aspects of society in the Northwest Territories ». One of the five priority areas of the Policy and the Action Plan was « integrating status of women concerns into GNWT plans, policies and programs » including reviewing all Cabinet decisions for their

implications for the status of women, as appropriate – a form of gender-based analysis.

It is clear to the Council that gender-based analysis has not been integrated into government programs and policies, in spite of the above. For example, it has so far been very difficult to bring about women-only training and necessary supports in order to overcome barriers for women in non-traditional areas such as the trades. Appointments to GNWT boards are frequently made with no consideration of gender balance. The Council will be developing ways to increase gender analysis in government during 2001-02.

Economic Development and Employment

Economic Strategy Panel

Council President Viola Beck represented the Status of Women Council on the Economic Strategy Panel, which presented its final recommendations in the report *Common Ground* in June 2000 and outlined a comprehensive economic development strategy for the NWT. This NWT economic strategy document recognizes the links between healthy people, families and communities, and successful economic development. The recommendations include developing a comprehensive approach to addictions that includes treatment, prevention and family support. It also recommends developing clear ways to measure community well-being, including both social and economic aspects and the costs and benefits to the community.

Women and Mining, Oil and Gas

The recent sharp increase in oil and gas development and possible pipeline development in the NWT, and the ongoing development in the mining sector, offer potential employment for women but also bring about more stress on families and communities. The Council is very committed to increasing employment opportunities for women in the mining, oil and gas industries, while helping communities develop capacity to cope with the impacts of development in a number of ways through our support to community caregivers and women's groups.

The Council believes strongly that programs must be put in place to ensure that interested women can be trained, recruited, and employed in the minerals, oil and gas sectors. This will be in line with federal and territorial policies to promote gender equality, including the economic equality of women, and will also increase the number of NWT residents available to fill the many new jobs that are being created.

In order to increase employment opportunities for women in these sectors, the Council has participated on the Steering Committee of the Mackenzie Valley Development Planning Project since February 2000, and Council staff have met with representatives of some mining companies to discuss ways to promote the recruitment, training and employment of women.

In 2000 the Council received funding from the Department of Indian Affairs and Northern Development to research the barriers to women's participation in these sectors and to make recommendations on how the barriers can be addressed. Examples of barriers are workplace culture and attitudes, harassment on the job, lack of child care in the home community, lack of information on career possibilities in mining, oil and gas, and lack of access to informal hiring networks. The research report made several recommendations, including developing role model and mentorship programs for women; promoting non-traditional careers to girls in middle school; the involvement of more Aboriginal women in the negotiation of impact benefit agreements; and developing closer relationships and collaboration between the Council and industry "to create conditions, recruitment and retention practices that maximize the employment of women".

Additional ways of addressing these barriers include specific outreach to women by industry and career development workers; offering women-only trades programs with the needed supports in place; and ensuring a workplace that is supportive of women workers in non-traditional jobs.

Community Development Worker Program

One of the roles of the Council's Community Development Worker (CDW) is to provide workshops, information, and assistance to NWT women's groups and other groups working on issues of concern to women, community wellness issues, personal wellness or empowerment. The CDW's services are widely promoted by the Council, but it is up to community groups to contact her and discuss what kind of workshop they would like.

The following workshops were requested by community groups and delivered by the Community Development Worker during 2000-01:

April 2000

Fort Simpson

- 2 days - From Dark to Light Parenting Workshops for Sanaeah Healthy Baby Program
- 1 day - How to Start a Women's Support Group Workshop: for Sanaeah Healthy Baby Program

May

Hay River

- 3 days- Growing Together Healthy Mom's Program: Healthy Sexuality Workshop; Literacy & Self Esteem Workshop

June

Yellowknife

- 2 days – Women's Group Workshop Series: "Looking at us as a Women's Group" for Comité des Femmes Francophones
- 1 day - Women's Group Workshop Series: "Looking at us as a Women's Group" for Comité des Femmes Francophones

Workshop Series for Comité des femmes, Yellowknife, June 2000. Photo: Addena Sumter-Freitag

September

Yellowknife

- 1 day - Women and Children's Healing and Recovery Program: Operationalizing Our Principles Workshop

Hay River

- 2 days - Aurora College Adult Educators Conference/Orientation 2000: Professional Development, Self Care, Student Issues Workshop

Self-Esteem and Assertiveness Workshops, Wha Ti Womens's Group, September 2000. Photo: Addena Sumter-Freitag

Wha Ti

- 3 days - Wha Ti Women's Group: Workshops on Self and Self Esteem; Assertiveness; Resources and Supports

October

Yellowknife

- 1 day - Women's World March Committee October 07, 2000: Human Rights and Victimology Conference Workshop.
- 2 days - YWCA Women & Children's Healing & Recovery Program: Focus Program and Trauma and Recovery Program Communications Workshop

Hay River

- 3 days - Growing Together Society: Self Esteem & Inner Power Workshop

January 2001

Wha Ti

- 3 days - Wha Ti First Nation: Wha Ti Women's Group: Session 1 Workshops: Self Esteem/Anger/AIDS and Hep C

Fort Providence

- 3 days - Zhahti Koe Friendship Centre: Wellness and Healing Workshop Series: Session 1: Self Esteem & Self Confidence

February

Hay River

- 1 day - Growing Together Healthy Mom's Program Staff Workshops: Communications, Team Work, Self- Care

Healthy Sexuality Workshop, Growing Together Society, Hay River, May 2000.
Photo: Addena Sumter-Freitag

March

Hay River

- 2 days - Growing Together Healthy Mom's Program Staff Workshops: Communications, Team Work, Self- Care

Wha Ti

- 3 days - Wha Ti First Nation: Wha Ti Women's Group: Session 2: Healthy/Relationships/AIDS and Hep C

Fort Providence

- 3 days - Zhahti Koe Friendship Centre: Wellness and Healing Workshop Series: Session 2: Self Awareness, Understanding Anger

April

Fort Providence

- 3 days - Zhahti Koe Friendship Centre: Wellness and Healing Workshop Series: Session 3: Relationships, Know Your Rights, Delegate

Publications and Resources

The following are available from:

Status of Women Council of the NWT
Box 1320, YELLOWKNIFE NT X1A 2L9
Tel: (867) 920-6177 Fax: (867) 873-0285 Toll-free: 1-888-234-4485
e-mail: council@statusofwomen.nt.ca

You can also check our website for new listings and periodic newsletters:
www.statusofwomen.nt.ca

Posters

- *Circle of Hope* International Women's Day Poster, 1994 (multilingual)
- *Celebrating Together* International Women's Day Poster, 1992 (multilingual)
- *Break the Silence...End the Violence* Family violence prevention poster, 1992 (English and Inuktitut)
- *Women At Work* Set of three posters valuing women's work in the home, the workplace and the community, 1990 (English, South Slavey and Inuktitut), [NWT Advisory Council on the Status of Women]

Kits

- *Break the Silence...End the Violence* Famiy Violence Prevention Kit, 1992
- *From Dark to Light: Regaining a Caring Community*, Community Workshops Facilitation Manual, 1995 (English, French)

Newsletter

- *"Women Talk"* – Council newsletter (English and Inuktitut) – past issues

Audio-visual

- *Human Rights For All* video and discussion kit on human rights issues in the NWT, 1998 (English and Inuktitut)
- 7 TV PSAs on human rights in the NWT, each 30 to 60 sec. in length. Theme: *"Human Rights For All"*, 1998
- 5 TV PSAs on family violence. 1992. Each PSA is 30 to 60 seconds in length. Theme: *"Break the Silence...End the Violence."*
- *Our New Sexuality* - awareness video for women on AIDS and STDs
- 7 TV PSAs on anti-violence, each 30 sec. in length. Theme: *"There's No Excuse for Abuse."* 1995. (English, Inuktitut, Dogrib and North Slavey). Audio cassettes available also.
- 5 TV PSAs for women on prevention of AIDS/STDs. Theme: *"It's Your Body, It's Your Health, It's Your Decision."*

Publications/Briefs/Presentations

Education

- *Submission to Ministerial Forum on Student Financial Assistance*, September, 1997
- *Comments to Standing Committee on Legislation re. Bill 25* - Education Act, April, 1995
- *Our Education, Our Future: What NWT Girls Said*, report to teen women, December, 1994 (English, French and Inuktitut)
- *Adolescent Girls in the NWT: Academic Preparation and Career Planning*, full report and summary report, December, 1994
- Response to "*Towards a Strategy to 2010 - A Discussion Paper*", July, 1994
- *I Learn From You - Read To Me* Pamphlet to encourage reading to young children,1993 (English, French, Cree, Dogrib, North Slavey, South Slavey, Chipewyan, Gwich'in, Inuktitut, Inuvialuktun and Inuinnaqtun).

Community Work

- *Proposal Writing Guide - How to Write a Proposal to Get Funding for Your Project.*
- *Women Talk*. Council newsletter
- *International Women's Day Kit*
- *Fact Sheets on NWT Women*
- *A Community Worker at Your Service* Pamphlet on the Council's Community Worker program
- *Video and Cassette Collection Catalogue*
- *List of Projects of the SWC*

Equality of Women

- *Overview of Progress re. the Status of NWT Women* 1991-1995. September 1995
- *Presentation to Women's Conference*, Rankin Inlet, March/95
- Response to "*Canada"s Commitment to Women's Equality*". Covers the 14 areas identified by the United Nations forward-looking strategies on women's equality. September 1992

Income

- *Review of Diavik Diamonds Project: Impacts on Women and Families*. March, 1999
- *Submission to National Council of Welfare*. June 1997
- *Comments Submitted to Federal Consultations on the Canada Pension Plan*. May 1996
- *Proposed BHP Diamond Mine: Socio-Economic Impacts on Women*. February 1996. Submission to BHP Diamond Mine Environmental Assessment Panel Public Hearings.
- *Review of NWT Diamonds Project Environmental Impact Statement: Socio-Economic Impacts on Women*. October 1995.
- *Comments on "Creating Choices: Solving the Income Support Puzzle"*. January 1995.
- *Presentation to House of Commons Standing Committee on Human Resource Development Regarding Social Security Reform*. November 1994
- *Comments on Draft NWT Fur Strategy*. May 1994
- *Report to the Special Committee on the GST.* April 1994

Employment

- *Harassment in the Workplace*, pamphlet, September 2001
- *Presentation to Review Panel re. NWT Workers' Compensation Act and Safety Act,* May 2001
- *Comments on Updated Labour Force Development Plan 2001-06*, April 2001
- *Action on Workplace Harassment: NWT Survey Preparation Final Report*, September 2000

- *Workplace Harassment in the NWT: Action Research Report*, August, 2000
- *Women in Minerals, Oil and Gas: Barriers/Opportunities*, June 2000 (Red Willow Consulting)
- *Comments from the Status of Women Council of the NWT on Draft NWT Labour Force Development Plan*. January 1997
- Response to "*Working Together: Affirmative Action Policy Review 1994/1995.*" September 1995
- *Ethics of Work*. Presentation to St. Patrick's High School, September 1994.
- *Presentation to the Hon. John Todd, Minister of Safety and Public Services*, regarding the draft Labour Standards Act Domestic Workers Regulations. March 1993
- *Brief to the Labour Standards Law Review Panel*. November 1989 [NWT Advisory Council on the Status of Women]
- *Brief to the Special Committee on the Northern Economy*. March 1989 [NWT Advisory Council on the Status of Women]
- *Arts and Crafts: Women and Their Work*. August 1988 (Full Report in English; Summary Report in English and Inuktitut), [NWT Advisory Council on the Status of Women]

Wellness

- *Comments on Working Together for Community Wellness* re. draft strategy for Addictions, Mental Health and Family Violence, June 2001
- *Caring for Ourselves*. Community Tool Kit for Breast Health Education, December 2000
- *Presentation to Minister's Forum on Health and Social Services*, September 1999
- *Breast Health/Breast Cancer Resource Manual*. Resource manual for community health centres, September 1999
- *Caring For Yourself*. Breast Health Booklet, September 1999 (English and all NWT Aboriginal languages).
- *Evaluation and Needs Assessment of From Dark to Light: Regaining a Caring Community*. (Lutra Assoc. Ltd.), March 1998
- *Breast Cancer in the NWT: The Voice of Survivors*. Report, May 1997 (English and Inuktitut)
- *Keeping Women and Communities Strong: Women, Substance Abuse and FAS/FAE*, an NWT Needs Assessment. May 1996 (Full Report in English, Short Report in English and Inuktitut)
- *From Dark to Light: Regaining a Caring Community*, Phase II Final Activity Report. March 1995
- *From Dark to Light: Regaining a Caring Community*, workshops manual, March 1995 (English, French)
- *A Wholistic Response to Violence at the Community Level as Part of an Overall Wellness Strategy*. February 1995
- *Rewriting Liquor Laws in the NWT*. September 1994
- *Mianiqsijit Project - Presentation to the 9th Inuit Studies Conference*, June 1994
- *Feeling Good About Myself*. Women's Health Kit booklet on self-esteem, March 1994 (English, French and Inuktutit)
- *Getting Ready For Your Visit to Your Health Care Provider*. Women's Health Kit booklet, March 1994 (English, French and Inuktitut)
- *What I Need to Know: My Rights and Responsibilities in Health Care*. Women's Health Kit booklet, March 1994 (English, French and Inuktitut)
- *Safer Sex and Me*. Women's Health Kit booklet, March 1994 (English, French and Inuktitut)
- *Comments on the Final Report of the Special Committee on Health and Social Services*. November 1993
- *Presentation to the Special Committee on Health and Social Services*. May 1993.
- *Submission to the Royal Commission on Aboriginal Peoples*. December 1992
- *Presentation to the Special Committee on Housing*. June 1992
- *Interagency Statement on Social Issues*. An interagency presentation to the Legislative Assembly, June 1992

- *Brief to the Royal Commission on New Reproductive Technologies.* September 1990
- *Visions for Women: Partners for Change.* Report on Rankin Inlet Conference, March 1988 [NWT Advisory Council on the Status of Women]

Violence

- *From Dark to Light: Regaining a Caring Community.* Workshops manual, March 1995 (English, French and Inuktitut)
- *Comments on the Zero Tolerance Declaration on Family Violence.* February 1994
- *Review of Final Report of the Canadian Panel on Violence Against Women.* October 1993
- *Review of B.C.'s Violence Against Women in Relationships Policy.* June 1993
- *Break the Silence...End the Violence.* Family Violence Awareness Kit, May 1992
- *Report to the Canadian Panel on Violence Against Women.* April 1992
- *We Must Take Care of Each Other: Women Talk About Abuse.* March 1990 (English and Inuktitut) [NWT Advisory Council on the Status of Women]
- *Pornography in the NWT.* June 1986 (English and Inuktitut) [NWT Advisory Council on the Status of Women]

Justice

- *Submission re. Proposed Human Rights Act,* March 2001
- *Human Rights for All.* Video and discussion kit on human rights issues in the NWT, 1998 (English and Inuktitut)
- *Submission to NWT Legislative Assembly Standing Committee on Social Programs concerning Bills 3, 4, 5 and 6 (Family Law).* June 1997
- *NWT Women and Human Rights.* 5 Fact Sheets, June 1997 (English and Inuktitut)
- *Brief to Standing Committee on Legislation Regarding Legislative Action Paper - Office of the Ombudsman.* December, 1994
- *Comments on "Family Law Reform: Proposals for Action developed by the Policy & Planning Division of the Dept. of Justice".* April 1994
- *We Owe It To Our Children.* Pamphlet on the maintenance (support) enforcement program, March 1994 (English, French)
- *Custody and Access: Response to March 1993 Discussion Paper by the Department of Justice Canada.* December 1993
- *Review of Prosecution Guide for Justices of the Peace Court in the NWT.* September 1993
- *Review of Proposed Legislation re. Detention of High Risk Offenders.* August 1993
- *Response to the Standing Committee on Legislation Regarding Amendments to the Maintenance Act and the Domestic Relations Act.* May 1993
- *Spousal Support, Child Support.* Audio cassette tapes, April 1993 (South Slavey, Dogrib, English, French, Inuktitut)
- *Family Law Review.* Board briefing, December 1992
- *The Justice House, Report of the Special Advisor on Gender Equality.* Board briefing, November 1992
- *The Impact on Inuit Women of Gender Bias in the Justice System.* Presentation to Inuit Studies Conference, Laval, October 1992
- *History of Gender Bias in the Justice System.* August 1992
- *Response to the Federal Government on Bill C-36 (Corrections and Release Act).* February 1992

Politics

- *Nunavut, Our Changing Communities: Families as a Whole.* Women and leadership workshops manual for Nunavut, January 1999 (English and Inuktitut).
- *Building Our Future Together: Information About Gender Parity.* Pamphlet for voters in the May/97 plebiscite on gender parity in Nunavut, May 1997 (English, French, Inuktitut and Inuinnaqtun)
- *A Global and Western NWT Perspective on Guaranteed Representation Based on Gender Equality.* December 1995
- *Western NWT Women's Caucus Conference on the Constitution - Actioning a Vision.* November, 1994
- *Northern Women Speak: A Vision for a New Western Territory.* March 1994
- *Participatory Models of Government for NWT Women.* Discussion paper, August 1993
- *Review of Nunavut Agreement.* July 1993
- *Comments on Government Accountability, A Legislative Action Paper on Access to Government. Presentation to the Standing Committee on Legislation*, January 1993
- *The Changing Role of the Family in the North.* Joint submission by the Council and the NWT Native Women's Association to the Western Arctic Commission for Constitutional Development, March 1992
- *The Women's Part: A Brief to the Unity Committee.* January 1992
- *Northern Women and a Western NWT Constitution: Hear Our Voices.* Submission to Western Arctic Commission for Constitutional Development, December 1991
- *Women In Politics Kit.* August 1991

Child Care

- *Results of the NWT Child Care Survey.* June 1993
- *Brief to the Native Council of Canada National Commision on Aboriginal Childcare.* November 1991
- *Position Paper on Child Care in the NWT.* December 1988 (English and Inuktitut) [NWT Advisory Council on the Status of Women]

Annual Reports are also available on request, although some previous years' Reports are now out of print.

Paul Fleury & Co.
Certified General Accountant

Auditor's Report

To the directors of
Status of Women Council of the Northwest Territories

I have audited the statement of financial position of Status of Women Council of the Northwest Territories as at March 31, 2001 and the statements of operations and changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the council's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion these financial statements present fairly in all material respects, the financial position of the Council as at March 31, 2001 and the results of its operations and the changes in its fund balances and cash flows for the year then ended in accordance with general accepted accounting principles.

Paul Fleury & Co.
Paul Fleury & Co.
Certified General Accountant

Yellowknife, Northwest Territories
June 28, 2001

P.O. Box 2919, 4912 - 49 Street, Yellowknife, N.W.T. X1A 2R2 (867) 873-3963 Fax (867) 873-5496

Status of Women Council of the Northwest Territories

Statement of Financial Position

As at March 31,	2001	2000
Assets		
Current		
Cash	$ 101,638	$ 104,589
Accounts receivable	10,072	28,039
	111,710	132,628
Equipment (Note 2)	7,426	10,609
	$ 119,136	$ 143,237
Liabilities and Fund Balances		
Current		
Accounts payable	$ 3,062	$ 39,841
Deferred revenue	81,614	66,022
	84,676	105,863
Fund Balances		
Benefits Fund	28,666	28,666
Unrestricted Fund	5,794	8,708
	34,460	37,374
	$ 119,136	$ 143,237

Approved on behalf of the Board

Director

Director

Status of Women Council of the Northwest Territories

Statement of Changes in Fund Balance

For the year ended March 31, 2001

Fund Balances	Beginning of year	Excess revenue (expenditure)	End of year
Benefits Fund	$ 28,666	$ -	$ 28,666
Unrestricted Fund	8,708	(2,914)	5,794
	$ 37,374	$ (2,914)	$ 34,460

Status of Women Council of the Northwest Territories

Statement of Operations

For the year ended March 31,	2001	2000
Revenue		
Contributions		
- Government of Northwest Territories	$ 339,604	$ 326,364
- Government of Canada	95,205	25,000
- Other	10,001	27,055
Administration fees	6,210	12,027
Miscellaneous	12,007	57,475
Deferred revenue - Net	(58,458)	(10,850)
Contributed services (Note 3)	42,475	42,475
Research	250	-
	447,294	479,546
Expenditures		
Administration	4,621	2,500
Advertising	11,881	4,488
Amortization	3,183	1,872
Bank charges	96	-
Books, videos and subscriptions	1,717	2,414
Consultants/Facilitators	3,156	5,600
Conference fees	150	520
Contributed services (Note 3)	42,475	42,475
Contribution repayment	891	-
Computer services and internet	7,405	-
Food service	2,555	3,191
Honoraria	9,650	9,850
Miscellaneous	145	-
Office and photocopy	14,621	13,775
Postage and courier	699	392
Printing and design	17,214	29,558
Professional fees	3,928	4,213
Professional development	2,400	-
Recording and production	-	2,460
Rental	-	660
Research and translation	63,341	69,690
Telephone and fax	8,109	7,651
Travel		
- Community	2,956	32,807
- Council and FPT meetings	18,823	14,384
- Community worker	917	1,788
- Other	1,256	1,675
Wages and benefits	228,019	225,841
	450,208	477,804
Excess revenue (expenses)	$ (2,914)	$ 1,742

Status of Women Council of the Northwest Territories

Notes to Financial Statements

March 31, 2001

The council was established by the consolidation of Status of Women Council Act, S.N.W.T. 1990(1).c.6. which was proclaimed in force on April 4, 1990 by SJ-006-90 by the Government of the Northwest Territories.

The objectives of the Council are:

a) to develop public awareness of issues affecting the status of women;

b) to promote a change in attitudes within the community in order that women may enjoy equality;

c) to encourage discussion and expression of opinion by residents of the Northwest Territories on issues affecting the status of women;

d) to advise the Minister on issues that the Minister may refer to the council for consideration;

e) to review policies and legislation affecting women and to report its findings to the relevant government departments or agencies;

f) to provide assistance to the Minster in promoting changes to ensure the attainment of equality of women; and

g) to provide the appropriate assistance to organizations and groups whose objectives promote the equality of women.

The Council may;

a) receive and hear submissions and suggestions from individuals and groups concerning the status of women;

b) research matters relating to the status of women;

c) suggest research areas in relation to matters relating to the status of women that may be studied by any interested persons;

d) recommend and participate in programs concerning the status of women;

e) recommend legislation, policies and practices to improve the equality of opportunity for women and to improve the status of women;

f) publish any reports, studies or recommendations that the Council considers advisable;

g) present reports to the Minister to be laid before the Legislative Assembly;

h) contract and be contracted in the name of the Council; and

i) make bylaws to regulate the affairs of the Council.

1. Accounting Policies

(a) Basis of presentation
The Council follows the fund basis of accounting. Related revenue and expenditures are grouped into funds based on their purposes.

The operating fund includes the main core operating accounts of the Council.

The Council, under its amended contribution agreement, is allowed to create a Maternity and Parental Leave Benefit Fund, using 100% of its annual unexpected core contribution to a maximum of $40,000. No additional amount was transferred to this fund in 2001 (1999 - $17,343).

(b) Revenue recognition
Revenue is recorded in the period specified in the funding agreements entered into with government agencies and other organizations.

(c) Allocation of expenditures
Certain common expenditures have been allocated to programs based on estimate of services provided.

(d) Financial instruments
All significant financial assets, financial liabilities and equity instruments of the Council are either recognized or disclosed in the financial statements togther with available information for a reasonable assessment of future cash flows, interest rate risk and credit risk.

(e) Property and equipment
Property and equipment are recorded at cost. Amortization is calculated by the declining balance method or the straight-line method as at the annual rates set out in note 2.

(f) Economic dependance
The Council receives its funding primarily from the Government of the Northwest Territories and other government sources. If the funding arrangements were to change, in management's opinion the Council's operations would be effected.

(g) Deferred revenue
Deferred revenue is unexpended contributions during the fiscal year that is transferred by agreement into the subsequent year.

2. Equipment

	Rate	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Computer	30%	$ 12,481	$ 5,055	$ 7,426	$ -

3. Non-Monetary Transactions

The council is a public government agency which is covered by the Government of Northwest Territories liability insurance. No amount is recorded in these financial statements for these amounts.

In addition, the Government of the Northwest Territories contributes the following services. The Council recognizes rent at the fair market value and mail and delivery as an estimate.

	2001	2000
Rent	$ 35,475	$ 35,475
Mail and Delivery	7,000	7,000
	$ 42,475	$ 42,475

4. Commitments

The Council is committed to office equipment leases of $1,061 per month which expire December 28, 2003.

5. Income Taxes

The Council is exempt from income taxes under section 149(1)(e) of the Income Tax Act.

6. Uncertainties - Year 2000 Computer Issue

Although January 1, 2000 has passed it is still not possible to conclude that all aspects of the Year 2000 Issue that may affect the entity, including those related to customers, suppliers, or other third parties, have been fully resolved.

Status of Women Council of the Northwest Territories

Schedule of Revenue and Expenditure Program

For the year ended March 31, 2001

	Core	Breast Cancer	Breast Cancer Health Canada	Breast Health Video	Community Skills
REVENUE					
Contribution					
- Government of the Northwest Territories	$ 283,500	$ 2,504	$ -	$ 40,000	$ -
- Government of Canada	-	-	30,205	-	-
- Other	2,495	4,198	-	-	1,308
Administration Fees	6,210	-	-	-	-
- Other	7,046	794	-	-	2,314
- Deferred Revenue - 2000	-	14,866	-	-	-
- Deferred Revenue - 2001	-	(3,266)	(5,653)	(40,000)	-
- Contributed Services	42,475	-	-	-	-
- Research	-	-	-	-	-
	341,726	19,096	24,552	Nil	3,622
EXPENDITURES					
Administration	-	500	710	-	1,811
Advertising	1,265	360	73	-	-
Amortization	3,183	-	-	-	-
Videos & Subscriptions	1,569	-	23	-	-
Consultants & Facilitators	917	-	139	-	-
Conference Fees	150	-	-	-	-
Contributed services	42,475	-	-	-	-
Food Service	1,925	49	300	-	-
Honoraria	9,200	-	-	-	-
Office & Photocopy	7,581	3,147	650	-	1,445
Postage & Courier	209	21	300	-	-
Printing & Design	5,013	4,504	3,499	-	71
Professional Fees	3,928	-	-	-	-
Research & Translation	-	9,906	16,294	-	-
Telephone & Fax	7,088	609	135	-	-
Travel					
- Community	232	-	2,429	-	295
- Council & FPT Meeting	18,823	-	-	-	-
- Community Worker	917	-	-	-	-
- Other	1,256	-	-	-	-
Wages & Benefits	228,019	-	-	-	-
Professional Development	2,400	-	-	-	-
Bank Charges	96	-	-	-	-
Contribution Repayment	-	-	-	-	-
Computer Services & Interest	7,405	-	-	-	-
Miscellaneous	-	-	-	-	-
	343,651	19,096	24,552	Nil	3,622
Excess revenue/(expenditure)	$(1,925)	$ Nil	$ Nil	$ Nil	$ Nil

Status of Women Council of the Northwest Territories

Statement of Cash Flows

For the year ended March 31, 2001

Women's March	Awareness Week	Family Violence Health Promotion	Family Violence Vic. Assistance Fund	Violence Free Workplaces	Leadership	Miscellaneous	Total
$ 3,200	$ -	$ 5,000	$ 5,400	$ -	$ -	$ -	$ 339,604
-	25,000	-	-	40,000	-	-	95,205
-	-	-	-	-	2,000	-	10,001
-	-	-	-	-	-	-	6,210
1,153	-	-	-	-	-	700	12,007
-	-	-	-	-	8,290	-	23,156
(405)	(25,000)	-	-	(4,300)	(2,990)	-	(81,614)
-	-	-	-	-	-	-	42,475
250	-	-	-	-	-	-	250
4,198	Nil	5,000	5,400	35,700	7,300	700	447,294
-	-	400	-	1,000	200	-	4,621
2,714	-	4,297	1,900	1,272	-	-	11,881
-	-	-	-	-	-	-	3,183
125	-	-	-	-	-	-	1,717
100	-	-	-	2,000	-	-	3,156
-	-	-	-	-	-	-	150
-	-	-	-	-	-	-	42,475
281	-	-	-	-	-	-	2,555
450	-	-	-	-	-	-	9,650
409	-	303	-	442	100	544	14,621
-	-	-	-	169	-	-	699
119	-	-	-	4,008	-	-	17,214
-	-	-	-	-	-	-	3,928
-	-	-	2,609	26,532	7,000	1,000	63,341
-	-	-	-	277	-	-	8,109
-	-	-	-	-	-	-	2,956
-	-	-	-	-	-	-	18,823
-	-	-	-	-	-	-	917
-	-	-	-	-	-	-	1,256
-	-	-	-	-	-	-	228,019
-	-	-	-	-	-	-	2,400
-	-	-	-	-	-	-	96
-	-	-	891	-	-	-	891
-	-	-	-	-	-	-	7,405
-	-	-	-	-	-	145	145
4,198	Nil	5,000	5,400	35,700	7,300	1,689	450,208
$ Nil	$ Nil	$ Nil	$ Nil	$ Nil	$ Nil	$(989)	$(2,914)